



DISABILITY AND COMMUNICATION ACCESS BOARD

PLAN OF ACTION July 1, 2006 - June 30, 2007

Linda Lingle, Governor
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OVERVIEW AND INTRODUCTION

The Disability and Communication Access Board is comprised of seventeen volunteer (17) members appointed by the Governor. The members include persons with disabilities, parents or guardians of persons with disabilities, public and private providers of service, and other professionals with knowledge in the areas for which the Board has rulemaking authority. The Board was created to provide for more efficient coordination of State efforts to comply with disability access and civil rights laws through outreach and voluntary compliance. The Board has rulemaking responsibilities for administrative rules for facility access, communication access, and accessible parking.

Although the most well-known civil rights law affecting people with disabilities is the Americans with Disabilities Act, there are many others at the federal level (most notably the Federal Fair Housing Act, the Air Carrier Access Act, the Architectural Barriers Act, the Rehabilitation Act of 1973, and the Individuals with Disabilities Education Act), State level, and county level that impact the daily lives of people with disabilities.

The functions of the Board are as follows:

- Establish administrative rules for the design of buildings, facilities, and sites by or on behalf of the State and counties in accordance with Section 103-50, Hawaii Revised Statutes; approve site specific alternate design when an alternate design provides equal or greater access.
- Establish administrative rules for the utilization of communication access services provided for persons who are deaf, hard of hearing, or deaf-blind in State programs and activities. Guidelines include, but are not limited to, determining the qualifications of interpreters who may provide services, the amount of payment to interpreters, and the credentialing of interpreters who do not hold national certification via a State screening process.
- Administer the Statewide program on parking for disabled persons, in accordance with Part III of Chapter 291, Hawaii Revised Statutes.
- Serve as public advocate of persons with disabilities by providing advice and recommendations on matters relating to access for persons with disabilities, with emphasis on legislative matters, administrative rules, policies, and procedures of the State and county governments.
- Review and assess the problems, needs, and the availability of adequate services and resources for persons with disabilities in the State with regard but not limited to employment, education, health, social services, recreation, civil rights, public facilities, housing, vocational training and rehabilitation, and other matters pertinent to the well being and independence of persons with disabilities.

- Coordinate the efforts of the State to comply with the requirements of the Americans with Disabilities Act for access to services, employment, telecommunications, and facility and site design.
- Provide technical assistance and guidance to, but not limited to, State and county entities in order to meet the requirements of state, federal, and county laws providing for access to persons with disabilities through public education programs and other voluntary compliance efforts.
- Provide review and recommendations on all State and county plans for buildings, facilities, and sites in accordance with Section 103-50, Hawaii Revised Statutes.

While people with disabilities, approximately 20% of our population, are the beneficiaries of the Board's work, many of our activities are directed to other entities and individuals, including government (State and County), private service providers, employers and human resource personnel, architects and other design professionals, families, and the general public.

The purpose of this **Plan of Action** is to formalize the Board's philosophy which underlies its policy statements and to set forth the goals and objectives which guide its actions for the period of July 1, 2006 – June 30, 2007.

PHILOSOPHY

Persons with disabilities shall be accorded just and equal status, responsibility, and benefits in society. The following principles have been adopted by the Disability and Communication Access Board, and form the underlying philosophy for this document.

1. Persons with disabilities have the right to attain their highest level of independence, self-determination and self-support. In exercising self-determination, persons with disabilities have the right to make and express choices in all aspects of their lives.
2. Persons with disabilities shall have equal access to services from agencies which serve the general public.
3. Services provided by agencies specialized to serve persons with disabilities (e.g., the Developmental Disabilities Division, Adult Mental Health Division, the Vocational Rehabilitation and Services for the Blind Division), shall be appropriately coordinated, and fully utilized to meet the needs of persons with disabilities and their families.
4. Accurate information and effective educational programs about issues affecting persons with disabilities are necessary to ensure that the potential and capability of persons with disabilities to make significant contributions to society are clearly developed, understood, and utilized.
5. Persons with disabilities have the right to be included in all community activities, including but not limited to, equal rights and responsibilities for choices and conduct.
6. The full array of Hawaii's resources shall be utilized as creatively and effectively as possible to provide the most beneficial services to persons with disabilities.
7. Every effort shall be made to overcome misconceptions and biases regarding persons with disabilities.
8. Persons with disabilities and their families have the right to accurate, understandable, and timely information to facilitate making decisions.
9. Programs and services shall be accessible and policies shall be flexible enough to address changing and varying needs of persons with disabilities.
10. Persons with disabilities and their self-defined families, as appropriate, shall be partners with professionals at all levels of goal setting, decision making, and policy formation.

11. The Board will ensure that all its activities are planned and conducted to provide equal access to persons without regard to race, color, sex, sexual orientation, national origin, language, culture, age or disability.

The Board seeks the full inclusion of individuals with disabilities into society and the right of such persons to be treated as equals among all people. Full inclusion includes all facets of an individual's life. Specific goals and corresponding objectives to achieve full inclusion are outlined in the following sections of this Plan of Action.

1. Civil Rights, Justice and Citizenship

The **Civil Rights** of persons with disabilities include the assurance that such persons shall be afforded equal access to participate in or benefit from a program, service, or activity, and shall not be denied access solely on the basis of disability. Participation in the **Justice/Judicial** systems and the voting process as a right of **Citizenship** are critical to equal status in society.

The goals and objectives in the area of **Civil Rights** in FY 2006-2007 are:

- 1.1 Government entities, public accommodations, and service providers shall be informed and educated to meet their legal obligations to provide their services in a nondiscriminatory manner to persons with disabilities.

Objectives:

- 1.1.1 As the State Americans with Disabilities Act (ADA) Coordinator, per Governor's Administrative Directive 97-01, disseminate information to the State Departmental ADA Coordinators, including but not limited to, hosting quarterly meetings of the State ADA Coordinators and maintaining a State ADA Coordinators list serve and web site, and coordinating training to state employees. Provide technical consultation to State agencies in implementing their self-evaluation and transition plan documents. Provide technical consultation to the Department of the Attorney General in response to alleged violations of the ADA by state agencies. **(Priority 1)**
- 1.1.2 Disseminate information to the County ADA Coordinators, including but not limited to, hosting quarterly meetings of the County ADA Coordinators and maintaining a County ADA Coordinators list serve and web site. Provide technical consultation to the counties in implementing the goals as identified in their self-evaluation and transition plan documents. **(Priority 2)**
- 1.1.3 Conduct or coordinate workshops, training sessions, or teleconference calls, to inform government agencies of the requirements of the ADA-Title II and other applicable laws relating to accessing programs and services (target = 12 workshops). **(Priority 2)**
- 1.1.4 Evaluate the effectiveness and impact of the Victim of Crime Act grant and plan/implement a future phase of training and technical assistance to agencies who serve victims of crime to be better able to serve persons with disabilities. **(Priority 2)**

- 1.2 Federal, state, and county laws shall guarantee the civil rights of persons with disabilities. Where laws are absent, they should be established.

Objective:

- 1.2.1 Support administrative action or legislation to remove discriminatory language and/or change policies and procedures as they affect persons with disabilities. (**Priority 1**)
- 1.3 Persons with disabilities and their families will have access to information on their civil rights in order to be effective self advocates and tools to assist them to self-identify for the purposes of ensuring those rights.

Objective:

- 1.3.1 Conduct or coordinate workshops or training sessions to inform consumers and families of the requirements of the ADA (Titles II and III) and other applicable laws (target = 4 workshops). (**Priority 2**)
- 1.4 The 2006 elections will meet or exceed the requirements of the Help America Vote Act for access to persons with disabilities.

Objectives:

- 1.4.1 Implement an education and outreach program (for both consumers and precinct officials), in coordination with the Office of Elections, to ensure that individuals with disabilities have access to the voting process and the 2006 elections, including the development of appropriate videos, materials. Education effort for consumers with disabilities shall include training to become a deputy voter registrar. (**Priority 1**)
- 1.4.2 Procure auxiliary aids and other equipment (other than voting machines) to ensure that all polling sites and the voting process are accessible to persons with disabilities to vote independently. (**Priority 1**)
- 1.4.3 Monitor feedback from the community regarding the voter verifiable paper audit trail (VVPAT). Support administrative action or legislation to provide an accessible format for the VVPAT. (**Priority 3**)

2. Facility Access

Facility Access is vital to ensuring the maximum inclusion of persons with disabilities in society through the design and construction of buildings, facilities, and sites that are free of barriers.

The goals and objectives in the area of **Facility Access** in FY 2006-2007 are:

- 2.1 State and county buildings, facilities, and sites will be designed and constructed to meet the requirements of Section 103-50, Hawaii Revised Statutes.

Objectives:

- 2.1.1 Review State and county construction documents as required by Section 103-50, Hawaii Revised Statutes (projected number = 1,400 reviews). (**Priority 1**)
 - 2.1.2 Issue interpretive opinions on State of Hawaii design guidelines for Section 103-50, Hawaii Revised Statutes, as requested, for the purpose of clarifying design requirements for State and county construction projects (projected number = 12 opinions), and post decisions sorted by the Americans with Disabilities Act Accessibility Guidelines (ADAAG) section, as rendered on the Disability and Communication Access Board's web site. (**Priority 1**)
 - 2.1.3 Review and decide upon site specific alternate design requests, per the public hearing process, for Section 103-50, Hawaii Revised Statutes projects. (**Priority 1**)
 - 2.1.4 Review urban or project master plans to ensure that accessibility compliance is acknowledged at the earliest phase of project conceptualization or planning. (**Priority 3**)
- 2.2 Buildings, facilities, and sites occupied by State and county agencies providing programs and services to the public shall meet minimum requirements for facility and program access.

Objectives:

- 2.2.1 Provide technical assistance to State and county departments on how to survey existing buildings, facilities, and sites or a potential site for accessibility. (**Priority 2**)
 - 2.2.2 Assist State and county departments regarding the design of buildings, facilities, and sites which must be programmatically

accessible but do not have technical specifications covered by Section 103-50, Hawaii Revised Statutes review process (e.g., recreational facilities, play areas). (**Priority 2**)

2.2.3 Assist State Civil Defense to cross-reference the locations of emergency shelters in the schools with the ADA Transition Plan of the Department of Education and other government agencies whose sites are used as shelter facilities to coordinate construction efforts at those sites to meet the accessibility requirements of Objective 1.1. of the “2006 Interagency Action Plan for the Emergency Preparedness of People with Disabilities and Special Health Needs” and current sheltering requirements. (**Priority 2**)

2.3 Design professionals, the building industry, facility managers, state and county agencies, and others will be educated about current and evolving design requirements, innovative design requirements and solutions, as well as other design information regarding access for persons with disabilities.

Objectives:

2.3.1 Provide technical information to design professionals on the requirements of the Americans with Disabilities Act Accessibility Guidelines (ADAAG) and other relevant design codes through responding to questions on design via faxes, and phone inquiries (projected number = 1,000 responses). (**Priority 1**)

2.3.2 Conduct or coordinate workshops and training sessions for 1) public works personnel, 2) the architectural and engineering community, and 3) user agencies on design standards, human factor requirements for persons with disabilities, access laws, and exemplary design (target = 12 workshops). (**Priority 2**)

2.3.3 Prepare a periodic “Access Bulletin” to inform design professionals and State and county project managers of the latest information on accessibility design standards and guidelines (target = 4 issues/year). (**Priority 3**)

2.4 Existing and new construction codes, standards, and policies relevant to facility access will include the current minimum requirements for accessibility for persons with disabilities; the existing minimum requirements for accessibility shall be expanded to cover those areas where no accessibility design guidelines exist.

Objectives:

- 2.4.1 Provide policy guidelines to state and local government to recommend adherence to proposed or interim amendments to the Americans with Disabilities Act Accessibility Guidelines (ADAAG). **(Priority 2)**
- 2.4.2 Continue efforts to incorporate the Americans with Disabilities Act Accessibility Guidelines, Fair Housing Accessibility Guidelines, ADAAG for Buildings and Facilities Building Elements Designed for Children's Use, ADAAG for Buildings and Facilities: State and Local Government Facilities, Residential Housing Accessibility Guidelines, and other applicable guidelines on access for persons with disabilities into all applicable county codes. **(Priority 3)**
- 2.4.3 Conduct a comparative analysis of the revised Americans with Disabilities Act Accessibility Guidelines with current guidelines used for the Section 103-50, Hawaii Revised Statutes review process. **(Priority 2)**

3. Communication Access

Communication Access includes the provision of auxiliary aids and services which permit the effective exchange of information. Communication access occurs through communication access providers (individuals) as well as through telecommunication and electronic information devices, augmentative communication devices, and auxiliary aids and services.

The goals and objectives in the area of **Communication Access** in FY 2006-2007 are:

- 3.1 The quantity and quality of communication access providers in the State of Hawaii will be increased. State agencies will be aware of existing communication access providers and their qualifications.

Objectives:

- 3.1.1 Operate and maintain the Hawaii Quality Assurance Screening (HQAS) credentialing program which includes the option +H local language credential, for sign language interpreters who do not possess national certification. All interpreters shall have an opportunity to take the HQAS and/or national certification (target = 12 tests). **(Priority 1)**
- 3.1.2 Amend Chapter 11-218, Hawaii Administrative Rules to reflect an increase in the recommended fee schedule for sign language interpreters. **(Priority 1)**
- 3.1.3 Maintain a database of current communication access providers and their credentials. Prepare for distribution, as appropriate. **(Priority 1)**
- 3.1.4 Research formal and informal interpreter test procedures to improve HQAS and H+. **(Priority 3)**
- 3.1.5 Assist efforts of the State Judiciary (Committee on Court Interpreters and the Office on Equality and Access to the Courts) to create rules and procedures for spoken language interpreters to include Sign Language, to harmonize such rules with the Disability and Communication Access Board's administrative rules, and to establish a process for ensuring court interpreting competency. **(Priority 2)**

- 3.2 Individuals with disabilities, service agencies, and programs providers shall be aware of the types of assistive technology, including augmentative communication devices, to provide access for persons with disabilities in the State of Hawaii.

Objective:

- 3.2.1 Provide training and technical assistance on communication access services, information technology, television access, and other communication methods (target = 12 trainings). (**Priority 1**)
- 3.3 Telecommunication systems, broadcast media, and other public information systems shall be accessible to persons with disabilities in the State of Hawaii.

Objectives:

- 3.3.1 Provide technical assistance to ensure that emergency broadcast media are accessible using the most effective methods of captioning, warning and notification systems. (**Priority 2**)
- 3.3.2 Provide support and training on emergency preparedness to State and county government agencies in coordination with Goal 6 of the "2006 Interagency Action Plan for the Emergency Preparedness of People with Disabilities and Special Health Needs." (**Priority 2**)

4. Education and Training

Education and Training includes formalized early intervention, secondary educational systems, and post-secondary educational institutions which provide learning through instructional curriculum.

The goals and objectives in the area of **Education and Training** in FY 2006-2007 are:

- 4.1 Parents of children with disabilities will have access to information for educational rights and resources to enable them to participate fully in the education of their children.

Objectives:

- 4.1.1 Conduct workshops and an Annual Special Parent Information Network (SPIN) conference for families of individuals with disabilities in the educational system to enable them to benefit from services (target = 1 conference and 4 workshops). (**Priority 1**)
 - 4.1.2 Operate a SPIN telephone “warm line” which provides information to parents on the programs and services available for their children, as well as support on how to parent children with special needs (projected number = 150 calls/month). (**Priority 1**)
 - 4.1.3 Publish and distribute the “SPIN News” in cooperation with the Department of Education, for parents of special education students and interested professionals (target = 4 issues). (**Priority 1**)
 - 4.1.4 Reprint a “Parent’s Guide to Special Education,” to incorporate changes to Chapter 56, distribute through the Department of Education, and post on the SPIN web site. (**Priority 2**)
 - 4.1.5 Maintain a SPIN web site with information on resources for parents of children with disabilities. (**Priority 2**)
- 4.2 Schools (grades Pre-K to 12) and early intervention programs will have the capacity to provide infants, toddlers, and students with disabilities appropriate special education and related services as well as access to natural environments and the general curriculum.

Objectives:

- 4.2.1 Monitor state and federal proposed rules, plans, and proposals, including, but not limited to the State Plan for Special Education (Individuals with Disabilities Education Act), Chapter 56 rules

relating to the implementation of special education, the State Improvement Grant, and assist in the development of such documents. **(Priority 1)**

4.2.2 Provide collaborative inservice presentations to students and school personnel including general and regular education teachers and paraprofessionals on the educational, social, and personal needs of students with disabilities and their families (target = 4 workshops). **(Priority 3)**

4.3 Mandated consumer advisory bodies (e.g., Special Education Advisory Council, Hawaii Early Intervention Coordinating Council) will have a positive impact on the delivery of special education and related services in Hawaii.

Objectives:

4.3.1 Provide technical support and staffing to the Special Education Advisory Council. **(Priority 2)**

4.3.2 Advocate for family empowerment in all policies, plans, and position statements of consumer advisory bodies. **(Priority 2)**

5. **Community Living**

Community Living enhances the skills, abilities, resources, and life goals of persons with disabilities and promotes independence and self-determination in choices. Community Living includes, but is not limited to, diagnostic services, medical and health services, child care, respite services, and recreation and leisure activities, housing, residential services, independent living services, and family care. Natural support systems shall be sought, whenever possible.

The goals and objectives in the area of **Community Living** in FY 2006-2007 are:

- 5.1 Quality care within the community of service providers for persons with disabilities and their families will be maintained and dispersed among all islands, expanded with new options, as needed, to meet growing needs to offer a full range of services for choice and self-determination.

Objectives:

- 5.1.1 Monitor the implementation of QUEST and QUESTEx to ensure that the needs of persons with disabilities do not lose quality of care if shifted to managed care. (**Priority 2**)
 - 5.1.2 Serve on the State's Olmstead Implementation Plan Committee to effectuate the goals of the State's Olmstead Plan, including supporting adequate funding for implementation. Implement the Disability and Communication Access Board's responsibilities where identified and appropriate. (**Priority 2**)
 - 5.1.3 Support the development of policies, plans, and programs to support the improvement or expansion of community living services (e.g., health, residential, chore, personal care) to persons with disabilities and their families and caregivers through active participation on community committees, support of legislation to fund services, support of grant applications, or other technical review and comment. (**Priority 2**)
- 5.2 Emergency preparedness, sheltering, and evacuation plans in the State of Hawaii shall ensure the full inclusion of persons with disabilities.

Objectives:

- 5.2.1 Provide staff support to update the "2006 Interagency Action Plan for the Emergency Preparedness of People with Disabilities and Special Health Needs." Provide technical assistance to agencies to implement the objectives assigned to the Disability and

Communication Access Board. Collect data and statistics and support legislation and funding to implement the Plan. **(Priority 1)**

5.2.2 Participate on interagency hazards planning committees or projects to ensure inclusiveness of people with disabilities. **(Priority 2)**

5.2.3 Support continued administrative action and legislative funding to establish, staff, and train special health needs shelters, shelter-in-place efforts, and community outreach to the disability community. **(Priority 2)**

5.2.4 Increase the capacity of the Emergency Preparedness system to include persons with disabilities to serve as volunteer emergency workers during emergency situations. **(Priority 2)**

6. Transportation and Travel

Transportation and Travel includes all means of public and private transit both intrastate and interstate via ground, air, and water modes. Persons with disabilities must have equal access to transportation services to secure and maintain employment, utilize community resources, and participate in social and recreational activities.

The goals and objectives in the area of **Transportation and Travel** in FY 2006-2007 are:

- 6.1 When provided, public and private ground transportation systems in all counties will be fully accessible.

Objectives:

- 6.1.1 Provide technical consultation to ground transportation providers on the requirements for accessible vehicles and transportation service under Titles II and III of the Americans with Disabilities Act on an on-request basis. Serve on the City and County of Honolulu's Department of Transportation Services Advisory Committee on Accessible Transportation and provide technical assistance. **(Priority 2)**
- 6.1.2 Serve on the Department of Transportation's Section 5310 Review Panel to evaluate grant proposals for transportation vehicles submitted by nonprofit organizations and state and county agencies. **(Priority 3)**
- 6.1.3 Provide technical assistance to the county to ensure the light rail system vehicles are designed to be accessible to persons with disabilities. The Hawaii Revised Statutes 103-50 review process already covers the facility but not the actual transit vehicles. **(Priority 3)**
- 6.2 The process for issuance and renewal of a State driver's license will incorporate safety and health criteria that does not adversely impact qualified drivers with disabilities from licensure.

Objective:

- 6.2.1 Serve on the Department of Transportation's task force to amend administrative rules to implement the recommendations of the Disability and Communication Access Board's report on improving driver's licensing with a focus on eligibility and medical verification for persons with disabilities. **(Priority 2)**

- 6.3 Air travel to and from the State of Hawaii shall comply with the provisions of the Air Carrier Access Act (airplanes) and the Americans with Disabilities Act (airports) and shall minimize discomfort and delays.

Objectives:

6.3.1 Provide technical assistance to the Department of Transportation Airports Division and staff working at the airport to increase accessibility to all air passengers with disabilities. (**Priority 2**)

6.3.2 Update the "Travelers Tips to Hawaii," update annually, and post on the web site. (**Priority 2**)

- 6.4 Commercial passenger vessels and facilities shall comply with the requirements of Titles II and III of the Americans with Disabilities Act.

Objectives:

6.4.1 Provide technical assistance to the Department of Transportation on the accessible design of the Hawaii SuperFerry as required under Title II of the Americans with Disabilities Act. (**Priority 2**)

6.4.2 Provide review and comment on proposed federal guidelines for accessible vessels as covered by the Americans with Disabilities Act. (**Priority 2**)

7. **Parking**

Accessible parking spaces are uniquely designed and located to accommodate the needs of qualified individuals with mobility impairments. A “person with a disability parking permit” (parking placard or special license plates) authorizes the use of accessible parking spaces.

The goals and objectives in the area of **Parking** in FY 2006-2007 are:

- 7.1 Private and public sector parking spaces reserved for persons with disabilities will meet the State and Federal design requirements.

Objective:

- 7.1.1 Coordinate a Statewide accessible parking space design notification program (including the use of cameras) for places of public accommodation as defined under Title III of the Americans with Disabilities Act and provide training on the program requirements to volunteers in each county. (**Priority 3**)
- 7.2 Authorized State and county agents will enforce the laws on the proper use of parking spaces reserved for persons with disabilities.

Objectives:

- 7.2.1 Coordinate with State agencies that have parking control functions to issue citations for illegal parking in accessible parking spaces consistent with the penalty amounts provided under Chapter 291, Part III, Hawaii Revised Statutes. (**Priority 2**)
 - 7.2.2 Implement a public education program to ensure the proper use of accessible parking stalls through public speaking engagements at schools and civic organizations, local broadcasts of public service announcements, and print media. (**Priority 1**)
- 7.3 Parking permits (placards or special license plates) will be issued to qualified individuals with mobility impairments in conformance with Chapter 291, Part III, Hawaii Revised Statutes and Chapter 11-219, Hawaii Administrative Rules.

Objectives:

- 7.3.1 Procure and distribute placards, decals, and other relevant items to the county issuing agencies. Maintain memorandums of agreement between the Disability and Communication Access Board/Department of Health and the counties to delineate operational responsibilities and to specify the method of payment to the counties. Implement a reimbursement mechanism to the counties, per Hawaii Revised Statutes. Host quarterly meetings of the county issuing agencies to ensure consistency in issuing placards and to resolve operational issues and provide ongoing technical assistance relative to permit issuance. **(Priority 1)**
- 7.3.2 Maintain the Statewide Internet-based database on parking permits to include on-line, 24/7 access by all county issuing agencies and authorized parking enforcement agents; monitor system connectivity and troubleshoot system crashes or inability to connect by issuing agencies as needed. Annually review the parking permit database software to incorporate changes to reduce input errors and improve usability. **(Priority 1)**
- 7.3.3 Maintain mechanisms to retrieve voided or expired placards (a) upon application for placard renewal or (b) upon the death of the permittee through death record matches. **(Priority 2)**
- 7.3.4 Generate quarterly and annual statistical data to improve the program's efficiency of operations and distribute monthly to the Disability and Communication Access Board and the county issuing agencies. **(Priority 1)**
- 7.3.5 Establish a mechanism to mail a "notification to renew" letter to permittees with a special license plate before the expiration of the permittee's eligibility to use special license plates. **(Priority 2)**
- 7.3.6 Promote among Hawaii physicians awareness to appropriately certify the disability of a parking permit applicant. **(Priority 3)**
- 7.4 Full funding to implement Chapter 291, Part III and Chapter 11-219, Hawaii Administrative Rules will be obtained on an ongoing basis.

Objectives:

- 7.4.1 Secure full funding of the \$12 per placard in the Disability and Communication Access Board's base budget. **(Priority 1)**

7.4.2 Participate in the Legislative Auditor's study on cost reimbursement to the counties, analyze the results, and take appropriate action as warranted by the study. (**Priority 1**)

8. **Employment**

Employment includes options which allow youth and adults with disabilities to participate in rewarding work experiences (e.g., internships, volunteerism, work-study, and employment). Employment options include, but are not limited to, competitive, supported and self-employment, including micro-enterprises, job sharing, and re-structuring, which maximize community integration for many persons with disabilities.

The goals and objectives in the area of **Employment** in FY 2006-2007 are:

- 8.1 Current and potential employment and training opportunities for people with disabilities will be incorporated into statewide employment programs.

Objective:

- 8.1.1 Provide technical consultation to agencies with an emphasis on State agencies, in the development of policies and procedures to implement federal and state efforts to ensure compliance with laws that impact persons with disabilities. **(Priority 3)**

- 8.2 Employers, unions, and consumers will be aware of employment rights and responsibilities of persons with disabilities in accordance with the Americans with Disabilities Act, Rehabilitation Act of 1973, as amended, the School-to-Work Opportunity Act, and Section 368, Hawaii Revised Statutes.

Objectives:

- 8.2.1 Conduct or coordinate workshops and training sessions on employment rights of persons with disabilities with an emphasis on the Americans with Disabilities Act-Title I, to State and county employers (target = 6 workshops). Conduct outreach to State legislators and their office staff as a potential “employer” pool for whom reasonable accommodation training may be conducted. **(Priority 1)**

- 8.2.2 Provide technical assistance to employers, with an emphasis on State and county government employers, in resolving complex reasonable accommodation requests of employees, including instruction on essential job function analyses, and recommendations on specific cases (projected number = 8 cases). **(Priority 2)**

9. Other Program Issues

Other **Program** goals and objectives in FY 2006-2007 are:

- 9.1 The community will receive information from the Disability and Communication Access Board on services, programs, activities, and issues relating to persons with disabilities.

Objectives:

- 9.1.1 Provide information and referral, and technical consultation to callers on programs, services, laws, and other resources. (Note: Non-duplicative of SPIN warm-line calls noted in Objective 4.1.2 and Facility Access Unit architectural calls noted in Objective 2.3.1.) (projected number = 2,000 calls). (**Priority 2**)
- 9.1.2 Redesign the Disability and Communication Access Board's web site for greater user friendliness. Upload all Disability and Communication Access Board newsletters and other publications to the web site. (**Priority 2**)
- 9.1.3 Publish a Disability and Communication Access Board newsletter to disseminate news and information to the community on Board-related activities (target = 4 issues). Move newsletter to electronic format, whenever possible. (**Priority 2**)
- 9.1.4 Provide a report to County Mayor's Committees or other community groups to keep them abreast of the Disability and Communication Access Board activities or key disability-related events, or news. (**Priority 2**)
- 9.1.5 Gather all relevant data to profile persons with disabilities in the State of Hawaii for the purposes of planning and upload to the Disability and Communication Access Board's web site. (**Priority 2**)
- 9.1.6 Update the "Key to Resources" and post on the web site. (**Priority 2**)



HAWAII STATE
DEPARTMENT
OF HEALTH

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We provide access to our activities without regard to race, color, national origin (including language), age, sex, religion, or disability. If you have a concern, write or call the Disability and Communication Access Board or the Department of Health Affirmative Action Officer at P.O. Box 3378, Honolulu, HI 96801-3378, or call 586-4616 (V/TTY) within 180 days of a problem.

